

# DATACONSULT

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**Subject:** Communication on progress report, 2013-2014

Data Consult continues to support the ten principals of the Global Compact notably when it comes to Human Rights Principles, Labour Principles, Environmental Principles and Anti-Corruption Principles.

Data Consult adheres to both principles related to Human Rights Preservation.

Data Consult is an equal employment opportunity employer. Employment decisions are based on merit and business needs, and not on race, color, citizenship status, national origin, ancestry, gender, sexual orientation, age, weight, religion, creed, physical or mental disability, marital status, veteran status, political affiliation, or any other factor protected by law.

The safety and health of employees is a priority. Data Consult makes every effort to comply with all workplace safety requirements. Data Consult's workplace safety rules and regulations are the following:

- Usage of trolleys when lifting any heavy object.
- Proper cabling.
- Usage of safety equipment when installing antennas or working on an elevated platform.
- Each employee is expected to obey safety rules and exercise caution and common sense in all work activities.

Data Consult made sure to include it in its employment manual the above regulations in addition to 2 additional clauses related to workplace harassment and rejection of all forms of violence.

Data Consult does not tolerate any form of workplace harassment. For Data Consult workplace harassment can take many forms. It may be, but is not limited to, words, signs, offensive jokes, cartoons, pictures, posters, e-mail jokes or statements, pranks, intimidation, physical assaults or contact, or violence.

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Data Consult has adopted a policy prohibiting workplace violence. Consistent with this policy, acts or threats of physical violence, including intimidation, harassment, and/or coercion, which involve or affect Data Consult or which occur on Data Consult or client property, will not be tolerated.

It is important to note that Data Consult does not conduct business with any entity that does not respect the Human Rights and Labour Principles as stipulated by the United Nations.

Data Consult has also been active in reducing its carbon footprint; to that end Data Consult partnered with Zero Waste Act to take its commitment towards a greener Lebanon a step further. This program allowed for the recycling of all the waste generated with respect to the international norms of recycling and waste management.

To further support this step, Data Consult runs an e-service employee interaction tool where employees can find organizational announcements, news/events, and further more use the portal to manage annual leaves, payroll transactions and employee claims/requests. The launching of online workflows has reduced dramatically the usage of paper.

Moreover Data Consult continuously initiates and promotes eco-friendly technologies, such as teleconferencing, energy optimization solutions, data virtualization etc. that will allow its clientele to grow their businesses while minimizing their carbon foot-print and initial investment.

Last but not least, Data Consult actively works against corruption in all its forms, including extortion and bribery. This position is reflected in all activities that the company engages in, it is even stated in the employment manuals and as part of the onboarding process, where newly hired employees are warned not to engage in any form of bribery or extortion activities and to report any such violations whether by fellow colleagues or third parties.

Data Consult continues in bringing awareness to these four principals in all its daily communication and business activities.

Data Consult Management